

## PATENT

**B. AMENDMENTS TO THE CLAIMS**

1. (Currently Amended) A computer-implemented method for managing personnel planning factors, said method comprising:  
receiving, over a computer network, planning factor data from a user, the planning factor data corresponding to one or more employees and the planning factor data including risk planning data corresponding to a risk of at least one of the employees leaving an organization;  
storing the planning factor data in employee profile data areas in an employee database, wherein each employee profile data area in the employee database corresponds to one of the employees;  
storing actual employment data for each of the employees in the employee profile data areas in the employee database;  
analyzing the planning factor data; and  
copying one or more planning factors from at least one of the employee profile data areas to the actual employment data corresponding to the employee profile data areas.
2. (Currently Amended) The computer-implemented method as described in claim 1 further comprising:  
determining budget planning data for a group of employees;  
storing the determined budget planning data;  
comparing the budget planning data with the planning factors corresponding to the group of employees; and

## PATENT

revising the planning factors data corresponding to at least one employee selected from the group of the employees in response to the comparison.

3. (Currently Amended) The computer-implemented method as described in claim 1 further comprising:  
selecting one of the employees;  
comparing actual data corresponding to the selected employee with actual employment data corresponding to one or more other employees; and  
revising the planning factors data corresponding to the selected employee in response to the comparison.
4. (Currently Amended) The computer-implemented method as described in claim 3 wherein the actual data includes performance evaluation data and wherein the planning factors further include compensation planning data.
5. (Currently Amended) The computer-implemented method as described in claim 1 further comprising:  
displaying a summary of actual employment data and planning factors data for a group of employees, wherein the group of employees corresponds to a manager on a display device;  
displaying one or more first summary options corresponding to the displayed summary on the display device;  
receiving a summary option selection corresponding to one of the first summary options from the user;  
summarizing the actual employment data and planning factors data for the group of employees in response to the received summary option creating a new summary;

## PATENT

determining one or more second summary options  
corresponding to the new summary;  
displaying the new summary and the second summary options  
on the display device; and  
receiving a second summary option corresponding to one of  
the second summary options from the user.

6. (Currently Amended) The computer-implemented method as described in claim 1 wherein the analysis is selected from the group consisting of risk assessment analysis, compensation analysis, and performance analysis.
7. (Currently Amended) The computer-implemented method as described in claim 1 further comprising:  
copying one or more compensation planning factors from at least one of the employee profile data areas to the actual employment data corresponding to the employee profile data; and  
clearing the copied compensation planning factors.
8. (Currently Amended) An information handling system comprising:  
one or more processors;  
a memory accessible by the processors;  
one or more nonvolatile storage devices accessible by the processors; and  
a personnel planning factors tool to manage employee planning factors, the dynamic packaging tool including:  
means for receiving planning factor data from a user,  
the planning factor data corresponding to one or more employees and the planning factor data

## PATENT

including risk planning data corresponding to a risk of at least one of the employees leaving an organization;

means for storing the planning factor data in employee profile data areas, wherein each employee profile data area corresponds to one of the employees;

means for storing actual employment data for each of the employees in the employee profile data areas;

means for analyzing the planning factor data; and

means for copying one or more planning factors from at least one of the employee profile data areas to the actual employment data corresponding to the employee profile data areas.

9. (Original) The information handling system as described in claim 8 further comprising:

means for determining budget planning data for a group of employees;

means for storing the determined budget planning data;

means for comparing the budget planning data with the planning factors corresponding to the group of employees; and

means for revising the planning factors data corresponding to at least one employee selected from the group of the employees in response to the comparison.

10. (Original) The information handling system as described in claim 8 further comprising:

means for selecting one of the employees;

means for comparing actual data corresponding to the selected employee with actual employment data corresponding to one or more other employees; and

## PATENT

means for revising the planning factors data corresponding to the selected employee in response to the comparison.

11. (Currently Amended) The information handling system as described in claim 10 wherein the actual data includes performance evaluation data and wherein the planning factors further include compensation planning data.
12. (Original) The information handling system as described in claim 8 further comprising:
  - means for displaying a summary of actual employment data and planning factors data for a group of employees, wherein the group of employees corresponds to a manager on a display device;
  - means for displaying one or more first summary options corresponding to the displayed summary on the display device;
  - means for receiving a summary option selection corresponding to one of the first summary options from the user;
  - means for summarizing the actual employment data and planning factors data for the group of employees in response to the received summary option creating a new summary;
  - means for determining one or more second summary options corresponding to the new summary;
  - means for displaying the new summary and the second summary options on the display device; and
  - means for receiving a second summary option corresponding to one of the second summary options from the user.

## PATENT

13. (Original) The information handling system as described in claim 8 further comprising:  
means for copying one or more compensation planning factors from at least one of the employee profile data areas to the actual employment data corresponding to the employee profile data; and  
means for clearing the copied compensation planning factors.
14. (Currently Amended) A computer program product stored in a computer operable media for managing employee planning factors, said computer program product comprising:  
means for receiving planning factor data from a user, the planning factor data corresponding to one or more employees and the planning factor data including risk planning data corresponding to a risk of at least one of the employees leaving an organization;  
means for storing the planning factor data in employee profile data areas, wherein each employee profile data area corresponds to one of the employees;  
means for storing actual employment data for each of the employees in the employee profile data areas;  
means for analyzing the planning factor data; and  
means for copying one or more planning factors from at least one of the employee profile data areas to the actual employment data corresponding to the employee profile data areas.
15. (Original) The computer program product as described in claim 14 further comprising:  
means for determining budget planning data for a group of employees;

## PATENT

means for storing the determined budget planning data;  
means for comparing the budget planning data with the  
planning factors corresponding to the group of  
employees; and  
means for revising the planning factors data corresponding  
to at least one employee selected from the group of  
the employees in response to the comparison.

16. (Original) The computer program product as described in claim 14 further comprising:  
means for selecting one of the employees;  
means for comparing actual data corresponding to the  
selected employee with actual employment data  
corresponding to one or more other employees; and  
means for revising the planning factors data corresponding  
to the selected employee in response to the  
comparison.
17. (Currently Amended) The computer program product as  
described in claim 16 wherein the actual data includes  
performance evaluation data and wherein the planning  
factors further include compensation planning data.
18. (Original) The computer program product as described in  
claim 14 further comprising:  
means for displaying a summary of actual employment data  
and planning factors data for a group of employees,  
wherein the group of employees corresponds to a  
manager on a display device;  
means for displaying one or more first summary options  
corresponding to the displayed summary on the display  
device;

## PATENT

means for receiving a summary option selection  
corresponding to one of the first summary options from  
the user;

means for summarizing the actual employment data and  
planning factors data for the group of employees in  
response to the received summary option creating a new  
summary;

means for determining one or more second summary options  
corresponding to the new summary;

means for displaying the new summary and the second summary  
options on the display device; and

means for receiving a second summary option corresponding  
to one of the second summary options from the user.

19. (Original) The computer program product as described in  
claim 14 wherein the analysis is selected from the group  
consisting of risk assessment analysis, compensation  
analysis, and performance analysis.

20. (Original) The computer program product as described in  
claim 14 further comprising:

means for copying one or more compensation planning factors  
from at least one of the employee profile data areas  
to the actual employment data corresponding to the  
employee profile data; and

means for clearing the copied compensation planning  
factors.